

network

We have a busy and exciting time ahead now the judging for the awards has taken place this week. I really enjoyed welcoming the shortlisted presenters and seeing some excellent examples of good practice and innovation. This week we also had the President's Reception, which was a great opportunity to thank all our partners and supporters and meet new friends. It sounds rather grand to be the president and have a reception! I actually feel very humbled to have the opportunity to lead the HPMA and I just hope to be able to make a difference to people management in the NHS for our patients and all the people touched by the NHS. In the meantime, if you would like to send us any other blogs or any HR-related problems you would like guidance on, please email the editor onjudith@chamberdunn.co.uk and we will post them on the website for you.



Deborah Tarrant, HPMA President

In this issue...

- Talent management is key HR priority
- Safe staffing levels: chance to give your views
- Secondment opportunity
- West Midlands branch employment event
- Welsh annual event report
- Can we trust the future of the NHS to gut instincts?
- Pay protection policy help needed
- Events coming up

News

- Experts believe HR should focus on talent management. - [click here to read this article](#)
- NICE have published draft guidelines on staffing levels and want employers' views. - [click here to read this article](#)
- An exciting opportunity has arisen within the London HPMA Academy for a role to lead a review process to identify learning and development needs of HR and OD teams. - [Click here for more information](#)

HR practice

- A recent West Midlands branch event covered major service changes and what it will mean for HR staff. [Click here to read full article](#)
- Mediation, whistleblowing and holiday pay were some of the topics discussed at HPMA Wales' annual employment law update held this month. [Click here to read full article](#)

Join In

- In a risk-averse NHS, Agi Kertynska asks if leaders should use their gut instincts when it comes to innovation. [Click here to read this blog](#)
- The Royal Marsden is reviewing its Pay Protection Policy and would like to benchmark this with other Trusts Pan London. If Trusts are willing to share their current Pay Protection policy with us please could they email a copy to Graham.Simmons@rmh.nhs.uk. We are happy to share in return. [Click here to read this blog](#)

Events

HPMA West Midlands – Team Dynamics - How good are your teams?

Date: Tuesday 5th May

Time: 09:00 to 13:30

Venue: Bevan Brittan, Interchange Place, Edmund Street, Birmingham, B3 2TA

[Book Now](#)

When is sickness absence a problem? - An Employment Law Update delivered by Capsticks LLP

Date: 18th May 2015

Time: 13.30 to 17.00

There will be opportunities for interactive discussion and case studies. Aimed at HR advisers/manager and ER teams.

[Book Now](#)

Developing Future Workforce Leaders: MHPS

Date: 2nd June 2015

Time: 17.30 to 19.30

An evening forum for Deputy and Associate Directors of HR and senior HR professionals to be held on 2nd June 2015 between 6.00pm and 7.30pm followed by drinks and canapés. This session will focus on Managing High Performance Standards. Speakers will include both a Barrister and an HR Director with wide experience in this area.

[Book Now](#)

HPMA East of England Event

Date: 4th June 2015

Time: 09.30 - 13.30

Venue: Limekilns Suite, Newmarket Race Course, Rowley Mile Racecourse, Newmarket, Suffolk CB8 0TF

A morning event with a coaching masterclass and an employment law update (lunch provided)

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NHS Deputy Directors of HR Network for London

This network has been set up and run by Deputies and is supported by London HPMA. If you are a Deputy Director of HR or an Associate or Assistant Director of HR and report directly to your HR Director, please do come along to meetings. Contact Diana.cliff@rmh.nhs.uk to go on the distribution list for these meetings.

The next date for 2015 is:

8 July 2015

Book Now

You can now follow us on Twitter [@HPMA_National](#)

Kind regards
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